UNITED STATES DISTRICT COURT WESTERN DISTRICT OF NEW YORK

LEE R. CARTER,

Plaintiffs,

-vs-

NOTICE OF REMOVAL

Civil Action No.

FRESENIUS KABI USA, LLC; U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION; ANDREW SMITH; TERRI ASHBERRY; JOHN BROTKA,

Defendants.

PLEASE TAKE NOTICE that defendants Fresenius Kabi USA, LLC ("Fresenius Kabi"), Andrew Smith ("Smith"), Theresa Ashbery ("Ashbery")(incorrectly sued as "Terri Ashberry"), and Jonathan Brotka ("Brotka")(incorrectly sued as "John Brotka"), pursuant to the provisions of Section 1441 and 1446 of Title 28 of the United States Code, remove this action to the United States District Court for the Western District of New York and respectfully show that:

- 1. This action was commenced against defendants in the Supreme Court of the State of New York, County of Erie, by the filing of a Summons and Complaint on December 17, 2018, under Index No. 819583/2018. As required by Local Rule 81(a)(3)(A), an Index identifying each document filed and/or served in the state court action is attached hereto. A copy of the Summons and Complaint is attached at Exhibit 1.
- 2. Removal of this action from the Supreme Court of the State of New York, County of Erie, to this Court is proper under Section 1441(a) of Title 28 of the United States Code, as this Court has original jurisdiction, under Section 1331 of Title 28 of the United States Code, over the claims asserted in the action. Specifically, all of the claims asserted in the Complaint arise under the Constitution, laws, or treaties of the United States.

3. This Notice of Removal is timely because Defendant Ashbery was first served with the Summons and Complaint on August 15, 2019, Defendant Brotka on August 16, 2019, and Defendant Smith on August 17, 2019. Service on Defendant Fresenius Kabi was attempted by Plaintiff on August 15, 2019 but the Summons and Complaint were not served in accordance with Section 311-a of the New York Civil Practice Law & Rules or Section 303 of the New York Limited Liability Company Law. Upon information and belief, to date, Defendant United States Equal Employment Opportunity Commission has not been served. This Notice of Removal is being filed within thirty (30) days of service of the Summons and Complaint.

4. As reflected in the Index attached hereto, the documents filed and/or served to date in the state court action are the Summons and Complaint (a copy of which is attached at Exhibit 1); a Request for Judicial Intervention filed by Plaintiff for approval to proceed as a poor person (a copy of which is attached at Exhibit 2); the Plaintiff's Affidavit in Support of Application to Proceed as a Poor Person (a copy of which is attached at Exhibit 3); and the June 25, 2019 Order of Hon. Catherine Nugent Panepinto, Justice of the Supreme Court of New York, County of Erie, granting Plaintiff's Application to Proceed as a Poor Person (a copy of which is attached at Exhibit 4).

DATED: September 4, 2019 BARCLAY DAMON LLP

By: /s/ Robert P. Heary
Robert P. Heary
Arianna E. Kwiatkowski

The Avant Building 200 Delaware Avenue Buffalo, New York 14202 Telephone: (716) 856-5500

Facsimile: (716) 856-5510 E-mail: rheary@barclaydamon.com

akwiatkowski@barclaydamon.com

Attorneys for Defendants Fresenius Kabi USA, LLC, Andrew Smith, Theresa Ashbery, and Jonathan Brotka

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Exhibit 1 -	Summons and Complaint filed in New York State Supreme Court, County of Erie
	under Index No. 819583/2018

- Exhibit 2 Request for Judicial Intervention filed by Plaintiff for Approval to Proceed as a Poor Person
- Exhibit 3 Application of Plaintiff to Proceed as a Poor Person
- Exhibit 4 Order of Hon. Catherine Nugent Panepinto, Justice of the Supreme Court of New York, County of Erie, granting Plaintiff's Application to Proceed as a Poor Person

FILED
ACTIONS & PROCEEDINGS

SUPREME COURT: STATE OF NEW YORK

COUNTY OF ERIE

LEE R. CARTER,

Plaintiff,

versus

FRESENIUS KABI'USA, LLC; U.S.EQUAL place of trial. EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) basis for venue CHARGE NO. 525-2018-00993; ANDREW SMITH, material events Supervisor; TERRI ASHBERRY, Human Resource in Erie County. Representative; JOHN BROTKA, Manager,

DEC 1 7 2018

ERIE COUNTY CLERK'S OFFICE

SUMMONS
Date summons filed:

Defendants.

ACTION TO RECOVER DAMAGES FOR CIVIL RIGHTS VIOLATIONS

To the above named Defendants:

YOU ARE HEREBY SOMMONED to serve a notice of appearance on the Plaintiff LEE R. CARTER within twenty (20) days after the service of this summons and complaint (or within thirty (30) days after service is complete if this summons is not delivered to you within the State of New York); and in case of your failure to appear, judgment will be taken against you by default for the relief demanded in the notice set forth below and the within complaint.

Dated: December 16, 2018

Lee R. Carter, Pro Se 1046 Garden Avenue Niagara Falls, New York 14305

NOTICE: The nature of this action is an action to recover damages for civil rights violations arising out of employment discrimination, retaliatory acts against me for making complaints, racial class-based invidious discrimination violative of Title VII of the Civil Rights Act of 1964, the Uniformed Services Employment & Reemployment Rights Act of 1994 (USERRA), 42 USC §§ 1981(a), 1985(3), U.S. Constitution Amendment 14, and the Equal Pay Act (EPA).

FILED ACTIONS & PROCEEDINGS

DEC 1 7 2018

SUPREME COURT: STATE OF NEW YORK COUNTY OF :ERIE____

ERIE COUNTY CLERK'S OFFICE

LEE R. CARTER,

CIVIL COMPLAINT

Plaintiff,

versus

FRESENIUS KABI USA, LLC; U.S.EQUAL EMPLOYMENT OPPORTUNITY COMMISSION+(EEOC) CHARGE NO. 525-2018-00993; ANDREW SMITH, Supervisor; TERRI ASHBERRY, Human Resource Representative; JOHN BROTKA, Manager,

Index	No.	

Defendants.

JURISDICTION

- 1. This is a civil complaint seeking monetary damages and equaitable: relief following the Dismissal and Notice of Rights to Sue by the U.S. Equal Employment Opportunity Commission (EEOC) which was preceded by investigation and determination provided under Title VII of the Civil Rights Act of 1964 which prohibits employment practices that discriminate because of race, color, nationality, sex, and religion. The Section also enforces the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA") against state and local government and private employers. These sections bring suits against employers who retaliate against individuals for opposing any employment practice that would violate Title VII of USERRA, for effiling a charge or complaint, or for participating in a suit or other proceeding relating to a charge or complaint of employment discrimination. I also seek backpay under the EPA(Equal Pay Act)
- 2. PLAINTIFF'S INFPORATION: Plaintiff LEE R. CARTER is an African-American whose mailing address is:
- 3. DEFENDANT: Defendant FRESENIUS KABI USA, LLC, was at the relevant times the employer of plaintiff Defendant's address is:
- 4. DEFENDANT: Defendant Equal Employment OpportunityCommission (EEOC) is located at 300 Pearl Street,Suite 450, Buffalo,New York 14202.
- 5. DEFENDANT: Defendant ANDREW SMITH was at the relevant time Supervisor at Fresenius Kabi USA, LLC, 3159 Staley Road, Grand Island, N.Y. 14072.

- 6. DEFENDANT: Defendant TERRI ASHBERRY Human Resource Representative was at the relevant times employed at Fresenius Kabi, 3159 Staley Road, Grand Island, N.Y. 14072.
- 7. DEFENDANT: Defendant JOHN BROTKA, Manager, was at the relevant times employed at Fresenius Kabi, 3159 Staley Road, Grand Island, N.Y. 14072.
- 8. Defendants are being sued for employment practices that discriminate because of race, color, nationality; and acts of retaliation against me because of my valid complaint about being moved from my line 4 Qualified Capper position by defendant Andrew Smith which resulted in my being restored to my line 4 Qualified Capper position but shortly thereafter being fired/terminated from employment altogether using pretextual bases claiming that I was on luch braak 10 minutes overtime (excessive lunch break) while virtually all employees take excessive lunch breaks without any punitive consequences and certainly without being fired/terminated based on a one-time incident such as occurred in this case. The EEOC in a letter dated 9/13/2018 and received by me 9/18/2018 signed by John E. Thomas, Jr., Director of Buffalo Office, notified me that I was unable to establish a connection between race discrimination and my termination from employment and, therefore, all of my claims were dismissed although it was noted that no certification was being made that Fresenius Kabi was in compliance with the relevant statutes.
- 9. I believe that the dismissal of my complaint was serious error by the EEOC and that there exists sufficient basis in the facts and applicable laws to sustain claims of race discrimination and retaliatory acts of employers and superiors against me for opposing my removal from my long-held line 4 Qualified Capper position to a line 3 position which I successfully complained of.

SUPPORTING FACTS AND EVENTS

- 10. I was employed by Fresenius-Kabi USA LLC as Qualified Capper running line 4 at 3159 Staley Road, Grand Island, N.Y. 14072. I held this position from 6/20/2016 to 5/8/2018.
- 11. Defendant Supervisor Andrew Smith (caucasion male) arbitrarily moved me from line 4 to live 3 on 5/9/2018 where I remained until 5/16/2018. I complained to Human Resourse Representative Defendant Terri Ashberry about the movement from line 4 to line 3 and on 5/16/2018n I was returned to line 4 Qualified Capper.
- 12. On 5/21/2018 I was fired/terminated from my employment with Fresenius-Kabi USA LLC based on a claim that I was on lunch break ten (10) minutes longer than allowed. This was a pretextual firing used to conceal the race-discrimination and retaliation against me for having complained about my 5/9/2018 removal from line 4 Qualified Capper.

- 13. Defendants Terri Ashberry and John Brotka took part in the firing.
- 14. Defendant Andrew Smith is the caucasuon male that removed me from line 4 Qualified Capper to line 3. Andrew Smith is also the person behid me being fired for the pretextual reason of excessive lunch break.
- 15. My termination of employment came in the wake of my complaint about being moved from line 4 cQualified Capper by defendant Andrew Smith.
- 16. In fact, the normal procedure when a person takes an excessive lunch break (which was only ten minutes in my case) is a warning, not a termination of employment.
- 17. In fact, I spoke to another Supervisor at Fresensus Kabi USA LLC who informed me that almost all employees there take excessive luch breaks and that firing/termination of employment is highly improper for a first time excessive break.
- 18. In fact the videocameras at the Fresenius Kabi AUSA LLC from the days before and after my alleged excessive lunch break will disclose that many employees took excessive lunch breaks.
- 19. The fact that I was singled out for the highly unusual termination of employment while others were not even disciplined at all lends great support eto my contentions of race-discrimination and retaliation caused and effected by caucasion acters Andrew Smith, Terri Ashberry and John Brotka.
- 20. According to defendant Andrew Smith he claims at first that the excessive lunch break occurred on 5/10/2018 but he changed the date to 5/11/2018.
- 21. I worked 12 hour shifts and was entitled to two 50 minute breaks. The ten minute overtime of my break was clearly not valid justification for my being terminated from employment particularly in view of the indisputable fact that virtually all employees take excessive lunch breaks with no adverse consequences and certainly without termination from employment.
- 22. I also had a legitimate reason for the ten minutes which was that I had to use the mens room and did not desserve termination from employment on this basis.
- 23. I am also seeking backpay under the EPA (Equal Pay Act) dating back to 5/21/2018 (the date of my termination from employment)

CLAIMS

- 24. Adopting the allegations set forth in paragraphs 1-22, supra, I make the following claims.
- 25. Defendants discriminated against me because of race, color or nationality in violation of the provisions under Title VII of the Civil Rights Act of 1964.
- 26. The Defendants retaliated against me for opposing employment practice and participating in a complaint about employment in violation of the USERRA (Uniformed Services Employment and Reemployment Rights Act of 1994.
- 27. The defendants deprived me of equal protection of the laws in violation of the 14th Amendment of the U.S. Constitution.
- 28. The defendants deprived me of the full and equal benefit of the law accorded to white persons and the right to "like punishment ... (and) no other "42 USC §1981(a)
- 29. Defendants acted with class-based invidiously discriminatory animus to deny me equal protection of the law actionable under 42 USC §1985(3).
- 30. Defendants deprived me of equal pay rights under the EPA (Equal Pay Act) dating from the date of my employment termination of 5/21/2018 forward.
- 31. All defendants named herein are caucasion/non Blacks who acted in concert to cause and assist in having my employment terminated. This also includes EEOC Representative Ms. Sanchez who made false representations to me that she interviewed an employee witness on my behalf named Robert Burnett despite the fact that he says no such interview occurred. Yet the EEOC has claimed no race discrimination can be found and has dismissed my case.

RELIEF DEMANDED

1. Two hundred thousand dollars compensatory damages to be assessed against defendants jointly and severally; 2. Two hundred thousand dollars punitive damages to be assessed against defendants jointly and severally; 3. assess damages on each count set forth as specified under paragraphs 1-2 herein at two hundred thousand dollars; 4. grant plaintiff backpay dating back to the termination o my employment of 5/21/2018;5. grant such fürther relief as may be deemed just and equitable.

Sworn To Before Me This

NOTARY

,2018

Lee R. Carter

1046 Garden Avenue Niagara Falls, New York

14305

DAVID G. HENRY
Motory Pist of State of New York
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NYSCEF DOC. NO. 2

RECEIVED NYSCEF: 12/17/2018

REQUEST	FOR JUDICIAL INTER	ENTION	For Court Clerk Use Only:
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)	Defendant(s)/Respondent
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ATRIMONIAL	THOULDING. CHOCK ONE IN	COMMERCIAL	
Contested	*: ***********************************	☐ Business Entity (including corpora	etions, partnerships, LLCs, etc.)
NOTE: For all Matrimonial	actions where the parties have children under	☐ Contract	
	attach the MATRIMONIAL RJI Addendum.	Insurance (where Insurer is a part	
	al actions, use RJI form UD-13.	UCC (Including sales, negotiable	Instruments)
ORTS		Other Commercial:	(specify)
i Asbestos Breast Implant		NOTE: For Commercial Division	assignment requests [22 NYCRR §
Environmental:	G G		the COMMERCIAL DIV RJI Addendum.
	(specify)	REAL PROPERTY: How many pro	operties does the application include?
Medical, Dental, or Podiatric	Malpractice	☐ Condemnation	5 5
Motor Vehicle	v .	Mortgage Foreclosure (specify):	Residential Commercial
Products Liability:	(specify)	Property Address:	e actions involving a one- to four-family,
Other Negligence:		owner-occupied, residential prop	=
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Other Professional Malpracti		Tax Certiorari - Section:	Block: Lot:
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194 09/04/19 COUNTY CLERK 12/17 NYSCEF DOC. NO. 2
IATURE OF JUDICIAL INTERVENTION: RECEIVED NYSCEF: 12/17/2018 Check ONE box only AND enter additional information where indicated. Infant's Compromise Note of Issue and/or Certificate of Readiness Notice of Medical, Dental, or Podiatric Malpractice Date Issue Joined: Relief Sought: Return Date: Notice of Motion Notice of Petition Relief Sought: Return Date: Relief Sought: Order to Show Cause Return Date: Other Ex Parte Application Relief Sought: Poor Person Application Request for Preliminary Conference-Residential Mortgage Foreclosure Settlement Conference Writ of Habeas Corpus Other (specify): List any related actions. For Matrimonial actions, include any related criminal and/or Family Court cases. **RELATED CASES:** If additional space is required, complete and attach the RJI Addendum. If none, leave blank. **Case Title** Index/Case No. -Court Judge (if assigned) Relationship to Instant Case NONG For parties without an attorney, check "Un-Rep" box AND enter party address, phone number and e-mail address in space provided. PARTIES: If additional space is required, complete and attach the RJI Addendum. Attorneys and/or Unrepresented Litigants: Parties: Issue Provide attorney name, firm name, business address, phone number and e-mail Un-List parties in caption order and Joined Insurance Carrier(s): Rep indicate party role(s) (e.g. defendant; address of all attorneys that have appeared in the case. For unrepresented (Y/N): 3rd-party plaintiff). litigants, provide address, phone number and e-mail address. Lec R. CARTER, 1046 GARDEN AUE., NIAGARA FALLS, N.Y. 14305 ☐ YES DINO ☐ YES Role(s): □ NO Name: ☐ YES Role(s): □ NO Name: ☐ YES Role(s): ON D Name: ☐ YES Role(s): □ NO I AFFIRM UNDER THE PENALTY OF PERJURY THAT, TO MY KNOWLEDGE, OTHER THAN AS NOTED ABOVE, THERE ARE AND HAVE BEEN NO RELATED ACTIONS OR PROCEEDINGS, NOR HAS A REQUEST FOR JUDICIAL INTERVENTION PREVIOUSLY BEEN FILED IN THIS ACTION OR PROCEEDING. Dated: 12 / 17 / 20/8 PRINT OR TYPE NAME ATTORNEY REGISTRATION NUMBER

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NYSCEF DOC. NO. 3

RECEIVED NYSCEF: 12/17/2018

SUPREME COURT OF THE STATE OF NEW COUNTY OF FRIE	YORK
In the Matter of the Application of	-
LEE R. CARTER (Insert your name) Plaintiff/Petitioner For Permission to Prosecute as a Poor	AFFIDAVIT IN SUPPORT APPLICATION TO PROCEED
Person a Matter against	AS A POOR PERSON
Defendant(s)/Respondent(s)	Index No.
STATE OF NEW YORK COUNTY OF ERIE ss: (County where notarized) Lee R Carter , being duly	v sworn, says:
1. I am thePLAINT	petitioner / defendant / respondent) . I reside at
10th Garden Ave W. (Insert street address, city/town/village, state and zip co	
and State of New York.	U
2. I am about to <u>Comme</u> Title Zilli Rights, dis (Briefly describe the nature of the relief sought)	or defend) (Insert lawsuit or special proceeding)
EPA (Equal Pay Act	
This lawsuit is based upon:	DIAINY ANNEXED here to would special proceeding about to be commenced/defended)

FILED: ERIE COUNTY CLERK 12/17/2018 01:14 PM 09/04/19 Page 15 of N9 819583/2018

NYSCEF DOC. NO. 3

RECEIVED NYSCEF: 12/17/2018

	3.	My sole source of income is : NOWS (State in detail how you earn (receive) all of your income)
Walter and American		
	i ear	n\$_NON@_per_NON@_
(Submit proof of t	he amou	nt, for example: employer's pay stub, W-2 stub, Social Services ID)
	4.	I support myself and others in my others in my
household.		
	5.	My property and their values are as follows:(Describe in detail)
	2000000	

necessary to	les up purs order is	make this application pursuant to Section 1101 of the Civil Practice on the ground that I am unable to pay costs, fees and expenses ue/defend the case and am unable to obtain the funds to do so, and a entered relieving me from the obligation to pay, I will be unable to the case.
herein.	7.	No other person is beneficially interested in the recovery sought
made by me	8. e in thi	No previous application for the same or similar relief has been s case except:

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NYSCEF DOC. NO. 3

RECEIVED NYSCEF: 12/17/2018

(If any prior request has been made, provide a description of where, when and by whom the request was made, the result, and if the application was unsuccessful, why you believe you are entitled to apply again.)

WHEREFORE, I respectfully ask for an order permitting me to prosecute /defend this action/special proceeding as a poor person.

(Sign your name in the presence of a Notary Public)

Sworn to before me this

GAVO G. HENRY Notacy Polace State Of New York Onalitized on Eng Commy My Commission Expense Serv 14, 2019

of, 2018

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NYSCEF DOC. NO. 4

RECEIVED NYSCEF: 06/26/2019

	At IAS Partof the Supreme Court of the State of New York, held in and for the County ofat the Courthouse,, Tranklin, New York the, 20, 20, 20, 20, 20
PRESENT: HON. <u>Catherne Nuarn</u> Justice of the Supreme Court	+ Pareporto
In the Matter of the Application of	
(Insert your name) Cavte (Plaintiff(s)/Petitioner(s)	
For Permission to Prosecute as a Poor Person a Matter against	ORDER
	Index No. 819583 A018
Defendant(s)/Respondent(s)	
Upon the annexed affidavit of (Insert your na	eel Couter.
sworn to D(CN 17 2018, the (Insert date affidavit sworn to before notary)	and the certificate
of Unsert mame of automey & date if submitted.	Q.) dated
And it being alleged that said (Insert: plaintiff(s) / petition	has a good
cause of action or claim or defense based upo	AID doubt by tout
Person	
And it being alleged that he/she is unab prosecute/defend this action, and that there is	le to pay the costs, fees and expenses to

the action thereof,

Case 1:19-cv-01183-JLS-JJM Document 1 Filed 09/04/19 Page 19 of 19 INDEX NO. 819583/2018

NYSCEF DOC. NO. 4

RECEIVED NYSCEF: 06/26/2019

Now on motion of(Insert your name) ,(Insert plaintings) / peditione(s) / defendant(s) / respondent(s)
ORDERED that:
A. The motion is denied on the grounds that the
1 A sufficient showing of a meritorious cause of action/defense and/or
2 A sufficient showing of indigence
Papers may be resubmitted upon payment of fees, in a timely manner
-OR-
B
ORDERED that the County Clerk shall make no charge in connection with the prosecution/defense of this matter/proceeding, and it is further
ORDERED that any recovery by judgment or settlement in favor of the
shall be paid to the Clerk of the Court to await distribution (Insert: plaintiff(s) / petitioner(s) / defendant(s) / respondent(s)
pursuant to court order.
Hon. CATHERINE NUCENT PANEPINTO, JSC